



OFFICIAL CLUB

Anti-Bullying Policy for The Athletic Kingdom **Martial Arts**

The Athletic Kingdom Martial Arts is devoted to ensuring a secure and uplifting atmosphere for all its members. We have a zero-tolerance policy for any form of bullying within our martial arts community. It is imperative that we create a safe and inclusive environment for everyone within our club. This policy sets forth our dedication to preventing and tackling incidents of bullying and fostering a culture that values respect, inclusion, and kindness.

1. Bullying Definition:

Bullying is defined as any deliberate, hurtful behaviour, recurring over time, which involves an imbalance of power. This includes physical, verbal, or online actions that cause harm, fear, or distress to another individual.

2. Purpose:

This policy is applicable to all individuals within our organisation, including students, instructors, staff, and volunteers associated to The Athletic Kingdom Martial Arts.

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3. Duties:

a) Instructors and staff:

- It is the responsibility of instructors and staff members to create a welcoming and inclusive environment within the club.
- It is important to remain watchful and proactive in recognising and dealing with any indications of bullying.
- Instructors and staff are required to take necessary measures to prevent and address incidents of bullying.

b) Students:

- It is expected that all students will treat each other with respect and kindness.
- It is important for students to promptly report any instances of bullying to instructors or staff.

4. Strategies for Prevention:

a. Education:

- Continue to inform members about the negative outcomes of bullying and the significance of showing respect.

b. Creating an Inclusive Environment:

- Encourage a culture that embraces diversity, ensuring that everyone feels included and valued.

c. Oversight:

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- Make sure there is appropriate supervision during classes, events, and online interactions.

5. Reporting Procedures:

- a. Promote a culture of open communication among students, parents, and instructors to address any concerns related to bullying.
- b. Create a confidential reporting system for individuals who may feel uncomfortable addressing the matter head-on.

6. Inquiry and Reply:

- a. Carefully investigate all reports of bullying in a fair and unbiased manner.
- b. Take necessary actions, which may involve giving verbal warnings or issuing written warnings. Possible consequences for bullying might include suspension or expulsion, which will be determined based on the seriousness and frequency of the incidents.

7. Assistance for those affected:

- a. Seek out support and counselling services for victims of severe bullying.
- b. Promote a nurturing community environment to provide victims with a sense of safety and comfort.

8. Consequences for Misconduct:

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- a. Those found liable for bullying will face disciplinary actions, in accordance with the seriousness and frequency of the occurrences.
- b. Consequences for misconduct may involve receiving warnings, being placed on probation, facing suspension, or even being expelled from the club.

9. Review and Update:

It is important to consistently review and update this policy to make sure that it remains effective and relevant.

Through this policy, The Athletic Kingdom Martial Arts seeks to establish a welcoming and inclusive martial arts community for all its members.

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